

**UNITED TEACHERS OF LOWELL, LOCAL 495**

**PROPOSED CONTRACT  
JULY 1, 2023 TO JUNE 30, 2024**

(CONFIDENTIAL- terms UTL offers for one year extension until June 30, 2024)

**One Year Contract - Compensation:**

1. Add \$2500 to the baseline of all full-time UTL employees (for 17.5 cafeteria employees, pro-rate the \$2500 using a full-time schedule to equate the \$2500 to an hourly basis)
2. 2% raise mid-year (0/2/0)

Active paraprofessionals and new paraprofessionals who are certified or deemed to be bilingual/biliterate via an Employer approved certification process and/or test and who agree to translate in their school building, as requested, as part of their regular workday, shall receive an annual stipend of two thousand dollars (\$2000.00).

Add to job description that paraprofessionals may be used to substitute for administrative assistants, if a substitute administrative assistant is not available, for up to two weeks before a clerical substitute is placed. After one day, a paraprofessional will be paid an extra \$75/day for such duty.

Security Guards: Security Guards may elect a 52-week pay schedule.

Joint Planning Committee: A study group will convene monthly to address the following goals so as to make recommendations for a successor 2-3-year contract for 2024/2025 school year and beyond:

1. Add a financial incentive for National Board Certification from the National Board for Professional Teaching Standards within the teacher salary schedule, enabling teachers with a BA to advance to the MA tier and teachers with an MA to advance to the doctoral tier immediately upon attainment of National Board Certification within their assigned teaching field, providing another means for career advancement for teachers through professional growth without leaving the classroom.
2. Research and design a plan for a Peer Assistance and Review (PAR) program for teachers based on nationwide best practices and lessons learned from the Lowell Teacher Academy and other urban school districts. Joint planning committee members will be compensated at the pro-rata daily rate for all required meetings and planning.
3. Develop a recommendation for reimbursing paraprofessional for costs of tuition and/or coursework related to acquiring teacher licensure in the Commonwealth of Massachusetts. Consider payment to be provided on the last pay period of the fiscal year in which the courses were taken, contingent upon the paraprofessional returning to full-time service in Lowell Public Schools during the following school year. Also to be discussed is allowing a paraprofessional employed by LPS, who gains licensure to serve as a classroom teacher, will be considered as an internal candidate when applying for any subsequent teacher vacancies through the compendium process.
4. Review and make recommendation related to the Paid Religious Leave provision within the contract.

June 1, 2023